

Michele Cerullo

From: BC Antitrust
Sent: Wednesday, February 26, 2003 5:32 PM
To: Michele Cerullo; Patricia Jones
Subject: Fwd: Unfair Treatment of Work Force Stabilization and Other Benefits



Header (2 KB)

-----Original Message-----

Date: 02/20/2003 05:10 pm (Thursday)
From: "Mike H Wright" <Mike.H.Wright@conocophillips.com>
To: "Bob W Stone" <bob.w.stone@conocophillips.com>
Subject: Unfair Treatment of Work Force Stabilization and Other Benefits

Recently 3 days from the closing of the FTC comment period we were finally presented with the Holly's benefit plan and our final package from Conoco/Phillips. Approximately three months ago I ask for calculations on WFS and Phillips Retirement. I received a package that had a retirement date of December 31, 2002. In this package it included a Social Security offset amount of approximately \$500.00 per month, this amount was added to my calculated amount of my retirement. This made the amount available to roll into an IRA. This was calculated just as the plan called for fair and square. Then the most recent packet was absent of Social Security Offset.. Sandy Singleton(Conoco/Phillips HR) stated that now we have an job offer from Holley and were no longer eligible for that benefit. I have read the WFS/Retirement plans and can not see where they can discriminate(in my opinion) with respect to those us that are eligible for the plans. I ask him about not accepting a job offer or if we were able to discuss with Holley about cancelling the "job offer". Mr Singleton's response was that Conoco/Phillips would find another reason to not pay us the Social Security Offset benefit such as Conoco/Phillips considering me as a resigned employee rather than one that is laid off. That would mean I would not be offered WFS at all even though my intent are to stay thru closing. SS offset is paid to others(COP employees) that volunteers for WFS at most other Conoco/Phillips Refinery locations. I too volunteered a couple of years back but was not selected to receive the WFS benefit while others at Woods Cross were selected for this benefit (WFS at that time included SS offset and it should now). Mr. Singleton closed our meeting by stating that he has had others in this situation, they signed the "job offer" by the successful company then they don't show up for work on the first day employment with the new Company. In my opinion the WFS benefit package has been administered in a highly discriminatory method. Now Conoco/Phillips has chosen to practice unfair judication of benefits (in my opinion) in the face of the FTC and Whole Separate Business. Other areas of WFS have areas of concern such as the Special Benefits, Home and Lease Cancellation Assistance. We were told that we would not be eligible as we have receive an employment offer from Holley. that seems to defy the words written in the plan.

I would ask that you extend the comment period so more investigation of benefits or the lack thereof can be resolved. There are many other concerns of the employees at Woods Cross. Here are few:

Have the benefit plans of Conoco/Phillips and Holly truly been made

equal- there was much discussion about the "aggregate" being the same.
NOT! The old "rocket scientist" rule applies here!
Why was the comment period kept from employees until half way thru it?
Why did the Conoco/ Phillips Representative choose to leave out SS
Offset changes in his presentation on Feb 17, 2003. Only a few months
and for some weeks prior it was included in our estimates? What
changed and why?
Why were we not able discuss job offers with Holly?
Why are we finding out what our benefit packages are at the eleventh
hour?
Why was there little to no communications from our Woods Cross Human
Resources Group? Advocate or adversary?
Why are those under 50 years of age not able to have their retirement
made whole.

I am a third generation Phillips 66 employee that was proud to wear
my 30 & 35 year service rings. Those rings have now been stained by a
changed organization who no longer believes in its employees.

Respectfully submitted, Michael

H. Wright

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